Farm Placement Service

MEETING WITH FARM PLACEMENT SERVICE, 2/1/60

I. Estimating manpower needs:

A. Pre-bracero years:
1943: ~~17~~ 37,000 acres, peak of 3,700 workers. (Including packingshed labor.)
~~1944~~1946: 47,000 acres, peak of 4,800 workers.
1947: 44,000 acres, peak of 4,000 workers. (Including packingshed labor.)
1950: 48,000 acres, peak of 5,000 workers. (Including packingshed labor.)

B. Conclusion: less than one worker per 10 productive acres is required.

C. Bracero years:
1956: 58,000 acres, peak of 7,500 workers. (Excluding packingshed labor.)
1957: 55,700 acres, peak of 7,000 workers. " " "
1958: 59,000 acres, peak of 7,000 workers. " " "
1959: 55,000 acres, peak of 6,800 workers. " " "

D. Conclusion: estimates of manpower needs have been exaggerated by 1,300-1,700 workers in recent years.

E. Recommendation: assuming 55,000 acres to be productive acreage this year, not more than 5,500 (and preferably fewer) workers to be needed at peak of season. I.e., an immediate reduction of approximately 1,500 in certification of Mexican Nationals, even if none of following recommendations were adopted.

II. Estimating manpower availability:

A. Farm Placement Service has no legal right to accept growers' pre-season recommendations as "prevailing wage." As long as FPS is, in effect, fixing wages in advance of season, it is legally, logically, and ethically obligated to consider all recommendations which are advanced, from whatever side.

B. Under Department of Employment policy set by John E. Carr, in June, 1959, such preseason determinations should be set at such levels as may reasonably be expected to attract and retain domestic workers.

C. On basis of careful studies, AWOC has arrived at recommendations sufficient (but not excessive) to attract and retain domestics. (See below.)

D. Farm Placement Service should support and actively cooperate with classes for asparagus workers currently being set up by Adult Education Division of Stockton School District.

E. Farm Placement Service should abandon its unwritten assumption that asparagus cutting is only suitable for certain racial or ethnic groups.

F. If FPS proceeds, not only in good faith, but with genuine conviction and zeal in these directions, few if any foreign contract workers will ever again be employed in San Joaquin County asparagus.

III. Recommendations for attracting and retaining domestic asparagus workers:

A. Equality with Mexican Nationals (i.e., legal requirements):
1. Payment in full not less often than biweekly.
2. Payment of crew leaders by employer. + cook
3. Free transportation -- including day-haul programs from reasonable points.
4. Guarantee of three-fourths time employment during whole cutting season, and 64 hours per two week period. clothing
5. Provision of all tools, supplies, and equipment associated with the job.
6. Provision of on-the-job training and apprenticeship period with guaranteed pay.

guaranteed to MN

B. No Mexican Nationals on sledding jobs (also a legal requirement).
1. Experienced domestic equipment operators referred to ~~in~~ subh jobs should be paid at rates for equipment operators, rather than at rates for bracero asparagus cutters.

C. Wage stabilization = worker stabilization.
1. concept of piece rates calculated to yield fair seasonal wage (approximately 1,000 hours; should yield <u>at least</u> $1,250).
2. Reporting pay.
3. Stand-by pay.
4. Substitution of hourly rates for piece rates in special circumstances.

D. Wage rate structure:
1. Principle of productivity of field (note changes from categories used by growers' association last year).
2. Variations with type of asparagus (i.e., green vs. white), and type of field (i.e., pre-prime, prime, past-prime).
3. Equitable determinations of productivity of field require new machinery.

E. Abandonment of previous practice of no pay for culls.
1. Payment for all work produced -- <u>including asparagus killed in field.</u>
2. If culling principle is retained at all, percentage of culls should be subject to negotiations between worker and employer representatives.

F. No workers, foreign or domestic, to be referred to employers who require workers to live in isolated camps as a precondition to employment. Either family housing or free transportation from town to be provided by every employer.

G. Days off to be provided through more reasonable cultivating prodedures.

H. Equal pay for equal work.

I. All wage payments to include itemization of hours, units of output (if appropriate), deductions, etc. (A legal requirement)

IV. Growers to make bona fide efforts to recruit domestics, not only locally, but out-of-area (e.g., Delano). (<u>Another legal requirement</u>.)
A. Such efforts to go far beyond microspopic newspaper advertisements (which go unread), and occasional radio announcements (which go unheard). Handbills, ~~and~~ loudspeaker trucks, posters, etc., in both English and Spanish, to be circulated in areas of California in which large numbers of domestic farm workers areknown to be unemployed.
B. The intensification of such efforts presupposes that wages and working conditions more attractive than those of the past shall be offered.

V Presentation of Evidence, supporting
a. most asparagus jobs be filled by domestics
b.

Gibson, Rucker, Johnson, Geary, Scharee, Bambridge, Jang,
Smith, Hancock, Anderson, Aguila, Williams, Delos, Pratt, Tannehill.
1020

(1)

Scharee: Dist in coming labor needs. Difficular. to asp.
Diffs affect availability of labor. Harvested by crews
rather than ind/. Recruitment by crews.
both FPS + growers / Sub by other than Filip people
where balance hire — between dom + import.
Like our expression re —
Mtg maintain w/ growers. Publicity + all other
means. FPS + growers to do same here in
labor supply.

HPA Particular date for motion toward certification?
Scharee: Dont think wholesale saw be met by domestic labor.
Geary: Need for national determined close to time of work.
February 15 for March 1 release date

Bain — Bareas Acreage. Sacto San Joaquin + Central Coast

HPA. How many workers objectively needed?
Data to 1943. In. 1947

★★ Bambridge challenge 882 forms re "including shed workers"
Hants says cutters + sledders only"
Q. Rucker Comparison of production?
HP. gives formula. Many workers have been underemployed.
Bain: Back in 40s wk force primarily Filipino. all growers
say Filipino's most efficient. Now as low as 6 acres per man
One principal variety of asparagus. Then will make up variation
of labor force

~~Rucker~~ Geary: Estimating casual in those years (war years).
no worry about prior rights"

Rucker: Roche stated we no needed; we say no. worked.

PS Productivity of Filipino: Discouragement of domestics: bad fields, no knives; no bona fide recruitment effort by growers. Asp mtg big boys not there. Industry grown up with reliance on FPS to provide bracero. Same w/ peach harvest, lettuce crop rot, etc. Dept is undermining low wage by "guarantee of no crop loss"

Bain: Crop loss situation hard to cope w/ - political issue?
Gov, Secy of Ag, Governor. all speak.

PS. Big boys no farmers: —

Scharre Don't want to be party to crop loss

PS. Strike + withholding of labor.

HPA: Back to Filipino + productivity
classes for locals ie asp. + agr.

Baird our group has limitation on such services in staffing, job analyses, occup + apt. testing we can suggest to labor work

HPA have you suggested this yet? ready to listen

Bain: no facilities

Schwan: Then full-training program - ag extens. + school depts.

PS Respo

Scharre: we would recruit for a training program FPS can not wholly generate such a program

Gray: we are prepared to place exp or inexp crews w/ farmers who want Mexican. If workers stay, we can't expect them to continue.

Schwan Train for the season?

HPA we can certainly start + create a program of classes.

Scharre Do you have indications of interest in classes etc?

Bain: To Stock Unif. School Dist ready in particular crops.

Rucker: 25-50-100 began training from ag ext or schools?

HPA. First person mentioning grass. Begin w/small no + increase.

Scharer: How go about training: classrooms, fields, etc.

Refer willing workers to field — this is what they do w/ nationals

Geary: Doesn't want guys discouraged. Tag program would provide a trainer who encourages.

Develop crew training

Scharer: Farmer no tone in calculations? XXX

HPA: Estimates of domestics who would be interested in training

Scharer: ~~Certification~~ Signing up for course would be no guarantee of final product of graduates or even participants.

"Leakage of data" (Resistance to our estimate)

HPA Wages + working conditions.

Hiatus

Johnson: (re determining prevail wage: consult employees (desc. MA)

employer pay not less than last yr.

FPS cannot set new rates.

Kirk In effect you set rates by underwriting last yr rates.

Wage findings — ask Geary for mailing.

HPA — Pay wages etc.

Bean 2 types employed — solely domestic + mixed w MAS. In second case, no holdback.

Geary: new regs re pay by 3rd party are going to be enforced. On job orders FPS will protect. Contractors can't go brush off.

Bean Hold back to keep from going to Alaska fisheries

HPA ~~Crew leaders~~ /

Geary: 64 hrs 2 wks. Based Pub law 78
bracero contract. 503 does not allude to the contract
If only reduct wk free, mex laid off. Domestic prior
HPA rights to jobs. — so long as they exist.——
Standard hours of work.
would Mexican be laid off on one farm because
of any employment on another.

HPA Do you offer jobs orders at lower than prevail rates
Geary: we won't refer orders, but will tell we won't work
on sub standard wage orders
HPA: art 5, Std wk Contract — equipment etc provided
Geary can be. Condition precedent for domestics
goggles, rain gear, etc:—
HPA. Domestic farm workers have said they required work every day
3-3½ mos want day off.
Geary 8 hrs per day. matter of right because of PL 78
HPA re 1 day off.
Bain Canneries require yearly time in Sum.
Schanee where MAS used, same privileges obtain
HPA art 4 Std wk contract training or apprenticeship period
Geary we think 48 hr period stands. no referrals at the 2.50 rate.
Domestics were referred at 25 to others. Left at end of 48 hr period
HPA Green crew referred to employer
Geary at prevailing rate.
Ruder within 2 hrs, if workers aren't getting it, they leave.

HPA Regs re MN's operating machinery - policy?

Gary. Correct on that.

HPA Sledding

Scharee: what is operating piece of machinery? Turning tractor (sledding) is not machine operation. It is Fed decision will restudy & redetermine re sled boys.

HPA: Domestics referred to sled among tractors should be referred at prevail rate for machine ops.

Scharee you must negotiate w/ grower

Gary Sledding is a crew job.

D.W. who is legal employer of MN

Gary: Association is legal employer.

D.T. You referred to individ growers negotiate with — which if anyone refuses to bargain?

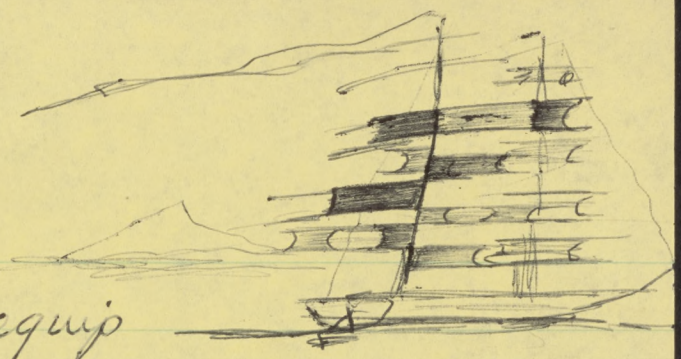
Gary: Assn cannot assign men to individ members, under FPS says job order indicate individual employer are in compliance, etc. and need help.

Tickey asks refer asparagus crews thru FPS.

Bain Price offered by farmer is keyed to production and condition of bed

If farmer has bed & indicates price, production is below estimates because of his mismanagement of job, then he is in trouble.

HPA Art. 18 MLA — deductions, etc, here.



1. Restudy Shedder job
2. Raingear + special equip
3.

Gary's comment suggests nailing down

If you say best grass, best job, will send you there.

CPA can use assist antemization

HPA no forced camp living

Gary don't have to live in camp.

Pickup at central points — free — reasonable point throughout city.

HPA what do if growers imposed necessary restriction?

Gary: If there an officer referrals, will tell em. no require camp living.

Barn. Single worker is referred: matter of transport comes up: not required to live in camp — how get to and from camp.

1. Can live in camp. 2. Can't require employer pickup.

Reasonable efforts 1 asparagus crews; any crews & how up, farmers adults referred; Newspaper ads + stories; HPA Dist. mgr. newspapers; suggest. sound trucks, language, bilingual leaflets

Gary